

HOWARD-WINNESHIEK CSD/AFSCME 06-08  
(BUS DRIVERS)

**AGREEMENT BETWEEN THE  
HOWARD-WINNESHIEK COMMUNITY SCHOOL DISTRICT  
Donald J. Conway, School Board President  
Brian Ney, Chief Negotiator**

**AND**

**AFSCME/COUNCIL 61 (H-W CSD Bus Drivers)  
Ed Fontes, President  
Kristi Cave, AFSCME Council 61**

**July 1, 2006 through June 30, 2008**

## **ARTICLE 1: PREAMBLE**

The Howard-Winneshiek Community School District (hereafter the District) and the American Federation of State, County and Municipal Employees, AFL-CIO, Local 1068, Council 61 (hereafter AFSCME), have reached certain understandings regarding rates of pay, hours of work and other conditions of employment which they desire to confirm in this agreement, be it agreed as follows:

## **ARTICLE 2: RECOGNITION**

The District recognizes AFSCME Council 61 and the affiliated Local 1068 of the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME) as sole and exclusive certified bargaining agent for the purpose of collective bargaining for all the employees in the bargaining unit certified in Case No. 2470 of the Public Employment Relations Board as follows: All employees of the Howard-Winneshiek Community School District who are regular contracted bus drivers. The inclusion of recognition is in no way definitional of bargaining unit work.

## **ARTICLE 3: DUES DEDUCTION**

- 3.1 The District agrees that upon receipt of an individual written authorization from an employee, the District shall deduct from the employee's pay, Union membership dues as established by the Union. Dues deduction authorizations must be submitted thirty (30) days prior to the payroll when the deduction is first to be effective. Annual dues will be divided into nine (9) equal installments and will be deducted from the nine (9) payrolls commencing in September.

Maintenance of Membership: Such orders shall be terminable, with written notice to the Employer and the Union within a two (2) week period following the anniversary date of the Employee's authorization to withhold dues. The Employer agrees not to hold requests to terminate authorization for payroll dues deduction. Such deductions shall cease within sixty (60) calendar days from receipt of the Employee's notice to terminate dues deduction during this period.

Check Off 2: The Employer agrees to deduct from the wages of any employee who is a member of the Union a PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the Employer and the Union. The Employer agrees to remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of the employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

- 3.2 Transmission of Dues: The District will transmit to the Treasurer of the Local Union the total deduction of all membership dues within fifteen (15) days following each month's pay. The District will initially submit a complete list of names of employees for whom the deductions were made. With each subsequent monthly membership dues remittance, the District will note additions or deletions from the dues deduction list.
- 3.3 Hold Harmless: AFSCME agrees to hold the District, each individual Board member, administrators, non-bargaining unit members, and the Board's agents and representatives harmless against all claims, costs or liability including court costs and attorney fees arising out of the operation of this Article.

## **ARTICLE 4: GRIEVANCE PROCEDURE**

- 4.1 Definition: A grievance is a claim that there has been an alleged violation, misinterpretation, or misapplication of any of the provisions of the agreement.
- 4.2 A grievant shall mean an employee filing a grievance.

4.3 All grievants shall have the right to have a Union representative at any Step of the grievance procedure.

4.4 Procedure: An aggrieved employee is encouraged to attempt to discuss a problem with his/her immediate supervisor prior to the filing of a formal written grievance.

Step 1. A formal grievance must be filed in writing with the immediate supervisor no later than fifteen (15) days from the date of the occurrence giving rise to the grievance. The written grievance shall be signed and shall contain a clear and concise statement of the alleged grievance, the issues involved, the specific provision or provisions of the contract alleged violated, and the specific remedy sought. The immediate supervisor and the employee shall meet within five (5) days of the receipt of the grievance at Step 1. The immediate supervisor shall respond within seven days (7) days of the meeting.

Step 2. If the grievance is not resolved at Step 1 and the employee wishes to appeal the grievance to Step 2, the employee may submit the written grievance to the superintendent or his designee within seven (7) days after receipt of the Step 1 response. The superintendent or his designee shall arrange a meeting with the employee within five (5) days of receipt of the grievance at Step 2. The superintendent or his designee shall provide a written response to the employee within ten (10) days of the meeting or within ten (10) days of receipt of the grievance.

Step 3. If the grievance is not resolved at Step 2 and the employee and AFSCME jointly wish to appeal to Step 3, a joint written request for arbitration signed by the employee and the authorized Union representative shall be submitted to the superintendent or his designee within fifteen (15) days of receipt of the Step 2 response. Representatives of the District and AFSCME will attempt to select a mutually acceptable arbitrator. If there is no agreement on an arbitrator, the Union shall within ten (10) days, file a request with the Iowa Public Employment Relations Board requesting submission of a list of seven (7) potential arbitrators. Within five (5) days after receipt of the list, the parties shall strike the list and select the arbitrator. AFSCME shall strike the first name from the list and succeeding strikes shall be alternated until one (1) name remains. The remaining named person shall act as the arbitrator.

The arbitrator shall schedule a hearing on the grievance and after hearing the evidence, shall render a written award within thirty (30) days of the hearing. The arbitrator shall have no authority or power to add to, subtract from, or modify or amend any term of the Agreement. The arbitrator shall have no authority or power to substitute his/her discretion for that of the District in any matter reserved to the District by law or the terms of this Agreement. The decision of the arbitrator shall, within the scope of his/her authority, be final and binding upon the parties. The District and AFSCME will share equally any joint costs of the arbitration procedure, such as the fee and expenses of the arbitrator. Any other expenses attributable to the parties' individual representation shall be paid by the respective party incurring them.

4.5 A Limitations Provision: A failure of an employee to properly initiate or appeal a grievance within the time limits specified above shall bar initiation or further appeal. The failure of a District representative designated herein to reply to or answer a grievance within the time limits specified above shall permit the aggrieved employee to proceed to process the grievance to the next step. In the case of the failure of a District representative to reply to or answer a grievance, the time limits of the employee's appeal to the next step shall be determined by counting from the end of the maximum permissible response period of the Employer at the previous step. The time limits specified above may be extended by mutual written agreement.

- 4.6 Noninterruption: Grievance discussions or processing may be scheduled during employee work time with the employee's consent and at the discretion of the District. Otherwise, grievance discussions will be handled outside employee work hours.

#### **ARTICLE 5: DISCIPLINE AND DISCHARGE**

- 5.1 The employer shall have the right to suspend or discharge employees for proper cause.
- 5.2 Written reprimands shall not be subject to arbitration. Employees may attach a written response to a reprimand.

#### **ARTICLE 6: PERSONNEL FILES AND EVALUATIONS**

- 6.1 Personnel Files: Every employee shall have the right to examine his/her personnel file. Every employee shall have the right to respond in writing to any item in said file within ten (10) days from the date of the employee's knowledge of the item. This response shall become part of his/her personnel file.
- 6.2 Evaluations: The employees' supervisors shall review any written evaluation made of an employee with that employee. All evaluation records will be kept confidential except an employee shall have the right upon request or upon the request of the Union representative (designated by employee in writing) to have a photocopy of the employee's individual evaluation records. Any employee shall have the opportunity to respond in writing to his/her evaluation within ten (10) days of knowledge of the valuation. This response shall become part of his/her evaluation.

#### **ARTICLE 7: HOURS OF WORK**

Drivers are required to follow the bus route and time schedules established by the District School authorities. Drivers are required to have the bus gassed, oil checked, and parked ready for occupancy of pupils by at least ten (10) minutes before school dismissal and student boarding. Drivers shall be present in the buses when students are boarding.

#### **ARTICLE 8: BUS ROUTES**

- 8.1 Regular Bus Routes (Including Late Activity and Early Bird Routes):
- A. Posting: A map showing all regular bus routes shall be posted in the bus garage along with a list showing the route number and the employee who drives that route. This posting shall not be later than July 30 for the upcoming school year.
  - B. Retention of Routes (Including Late Activity and Early Bird Routes):  
Bus drivers will keep the routes they currently have (with minor changes in the route as necessitated due to changes in the student population.) At their option, bus drivers may trade routes among themselves provided the drivers involved do so by mutual agreement and such trade is approved by the Transportation Director. However, management may reassign routes to alleviate the problems such as discipline or in the case of realignment or reduction in force.
  - C. Mid-Year Vacancies: Mid-year vacancies will be filled on a substitute basis by the District. Mid-year vacancies will then be permanently filled as per the summer bid meeting referenced in paragraph D below.
  - D. Vacant and New Routes (Including late Activity and Early Bird Routes):  
Each summer, management will hold a bid meeting prior to August 1st to determine who shall fill any vacant routes. At this meeting bargaining unit drivers or their designee shall have the opportunity to bid for vacant routes. Vacant routes shall be awarded to the most senior bidder who lives not more than ten (10) miles from the management designated initial pickup point(s). When two drivers have the same seniority and live the same distance from the designated point(s), the

flip of a coin shall determine who is awarded the route. Management shall also determine the relevant point(s) for establishing a ten (10) mile radius for Late Activity routes which may not be the initial pickup point.

In the event that a route becomes available, that route shall be posted for bid. The most senior driver who qualifies for that route shall be the successful bidder. Qualification shall be based on the driver's place of residence within the prescribed driving distance to the particular school.

If management changes the number of Early Bird or Late Activity routes, the drivers that had been assigned to Early Bird or Late Activity routes the previous year shall be considered first to bid for one of the new routes. Assignment by bid shall be the same as in the first paragraph of this Section. If vacant routes remain after this bid process, all remaining drivers shall have the opportunity to bid, with assignment as in the first paragraph of this Section. If the number of Late Activity routes increases during the term of this contract, drivers assigned to these routes during the 2005-06 school year shall be considered first to bid for the new route(s).

Extended route determination same as Article 8.1D.

8.2 Bidding of Occasional Out-of-District Trips:

- A. Prior to the school year, a list of known out-of-district trips will be posted in the bus garage. No later than seven (7) days prior to a given trip, if possible, the dispatcher will request bids on a seniority basis via bus radios. Trips will normally be announced between 8:00 -8:30 a.m. or 3:00-4:00 p.m. Employees who do not participate in early bird or late activity routes will first be given the opportunity to bid occasional out of district trips in order of seniority. If no drivers who do not drive early bird or late activity routes are selected for the trip, then drivers who hold early bird or late activity assignments will be able to bid. Each trip announced will be offered first to the highest person on each seniority list on a rotating basis. Employees must respond immediately. If an employee rejects the trip or is unavailable, that employee will lose their turn and the next senior employee will be contacted. This process will be repeated until the seniority list has been exhausted. If no employees are available and willing to take such trip(s), management may assign the trip(s) to any qualified person. In that the Employer reserves the right of assignment regarding the band trailer assignment, that driver shall be placed after Late Activity and Early Bird for consideration for out of District trips. All drivers that are not driving a Late Activity Route shall be in seniority rotation for trips.

8.2 Bidding Occasional In-District Trips:

- B. In-District trips, defined as trips originating within the District and having a destination within the District will be bid. Bidding for such trips will be limited to drivers assigned to the particular geographical attendance area from which the trip originates. For this purpose, geographical attendance areas will be defined as Ridgeway, Lime Springs, Elma, and Cresco. Bidding will proceed among eligible employees according to the procedure utilized in 8.2A. Again, if no employee is available and willing to take such trip(s), management may assign such trips to any qualified person. Any in-district trip that an employee takes shall not be counted as a turn on the out-of-district list.

8.2 Summer bidding:

- C. Each driver will inform the Transportation Coordinator by May 20<sup>th</sup> each year if they are interested in being contacted for summer trips. Drivers may specify if they are interested in only in-district, only out-of-district, neither, or both types of trips. Drivers on this list will be contacted by telephone for occasional summer trips. No later than seven (7) days prior to a given trip, if possible, trips will be offered first to the highest eligible person on the seniority list on a rotating

basis. Employees must respond immediately. If an individual is not accessible by phone to respond to the bid offer, they will be passed over but will not forfeit a turn.

- 8.2 D. If a driver does not respond on the radio after being offered three consecutive activity trips, the bus dispatcher will interpret this as no interest for future trips and will then give written notice to the driver of such. If the driver does not agree, or at a later date wishes to be considered for future trips, he/she shall notify the dispatcher of this in writing.
- 8.3 If the regular driver makes arrangements for a sub then decides to drive himself/herself without giving the sub at least 3 hours advance notice, the regular driver shall reimburse the sub one hour's wage for standby fee unless it's mutually agreeable with sub and regular driver to waive the one hour's wage for standing by. This shall not apply if the District cancels any trip the regular driver may have been planning to make, and in such case the District shall reimburse the sub as stated above.

#### **ARTICLE 9: INSURANCE**

Any member of the Howard-Winneshiek AFSCME Unit who qualifies may voluntarily buy into the District's medical or dental insurance plans.

#### **ARTICLE 10: SENIORITY**

- 10.1 Definition: Seniority means an employee's length of continuous service with the Employer since his/her initial date of hire.
- 10.2 Probation Period: Each employee shall be considered probationary for 45 calendar days as in the contract. Temporary contracts shall be issued until the probationary period is met. Upon satisfactory completion of the probation period, the employee shall be entitled to all rights and privileges granted to regular contract employees.
- All Master Contract language is to be strictly adhered to by both AFSCME and Administrative personnel regarding Article 10.2: Seniority.
- 10.3 Seniority Lists: The Employer shall post in the bus barn a seniority list showing the continuous service of each employee. A new posting is to be accomplished whenever a change in seniority occurs.
- 10.4 Breaks in Continuous Service: An employee's continuous service record shall be broken by voluntary resignation, discharge for just cause, retirement and absence for ten (10) days from work without cause. There shall be no deduction from continuous service for any time which does not constitute a break in continuous service.
- 10.5 Staff Reduction: In its sole and exclusive judgment, the District may reduce staff. The District shall provide thirty (30) days notice to affected staff of a staff reduction. Employees who are laid off will be recalled to vacancies in reverse order of layoff provided the laid off employee lives within (10) miles from management's designated initial pickup point(s) (or relevant alternative point in the case of Late Activity routes). Employees may only be recalled to route types from which reduced. Recall rights will continue for 24 months from the effective date of layoff. The employee has the obligation to keep the Transportation Director informed of his/her current address while on layoff. Upon knowledge of a vacancy, the Employer will notify employees on recall by mail or telephone. Failure of an employee to respond to recall within one (1) week of mailing or one (1) week of telephone contact terminates an employee's recall rights.

## **ARTICLE 11: HEALTH AND SAFETY**

- 11.1 Employees shall not be required to drive any bus that is unsafe and violates Chapter 321 of the Code of Iowa.
- 1.2 Cost of physicals: Every two (2) years, the School Board shall reimburse the employee up to \$100.00 inclusive of laboratory and test charges toward the cost of the physical examination required every 2 years, pursuant to Iowa Code 321.375 and specified in the Iowa Administrative Code.

## **ARTICLE 12: GENERAL PROVISIONS**

- 12.1 Work Rules: Management may establish work rules to implement provisions of this Agreement. Changes in work rules shall be posted ten (10) days before implementation in elementary centers and the Cresco bus garage. The Local Union President shall receive a copy of work rules and changes.
- 12.2 Equipment: Any equipment required by the Employer to complete the task shall be furnished at the District's expense.
- 12.3 Union Notices: The Employer agrees to allow the Union to post notices in the dispatcher's office. The Union shall limit its posting of notices and bulletins to such areas.
- 12.4 Pay Day: Bargaining unit employees shall be paid on the 20th of each month commencing with the month of September. Nine (9) month employees may elect to receive their paychecks on a twelve (12) month basis. Employee checks will be sent by mail if the employee requests.
- 12.5 Substitute Drivers: In the event a regular bus driver is unable to drive and needs a substitute, he/she may arrange for an approved substitute to take the route or he/she shall notify the dispatcher in the event that no substitute is contacted.
- 12.6 Electricity: The Employer will continue its practice of paying for that portion of the employee's electricity bill which reflects the cost of "plug in hours" for the bus. Employees may be paid for electricity on a separate expense check at the end of each semester upon submission of appropriate documentation.
- 12.7 Driver contracts and existing bus policies shall normally be provided prior to the start of school each year.
- 12.8 Any regular route bus driver who transports a behaviorally dysfunctional or physically handicapped student that requires unique assistance from the driver will receive the same compensation as other driver(s) who transport special students.
- A committee of professionals (to be determined by the school) along with the driver will determine if the child(ren) is/are behaviorally dysfunctional or physically handicapped. Classification of said troubled student must occur with all dispatch.
- 12.9 Any driver who does not perform his/her pre-trip or post-trip inspections, including regular and activity bus interior cleanup, shall forfeit the equivalent of 15 minutes salary. There will be no pyramiding of pre-trip inspections.
- 12.10 Drivers will be paid to attend mandatory meetings held contiguous to normal driving times for a minimum of one hour, and evening mandatory meetings for a minimum of two hours, or actual time spent, whichever is greater. Mandatory meetings and continuing education units (3 annually) will be paid by the District. The District will pay time (activity rate) and the course cost.

- 12.11 Those drivers asked to participate in route development will be paid by the District commensurate with activity rate and the established mileage rate.

### ARTICLE 13: LEAVES OF ABSENCE

- 13.1 Sick Leave: Unit employees shall be entitled to paid sick leave for personal illness, injury or other medically related disability and each year, and may use up to 10 days of their accrued, unused paid sick leave to care for their spouse, mother, father, or child who is ill, injured, or suffering from a medical disability. A written request for the use of additional accrued, unused sick leave days to care for a family member who is ill, injured, or suffering from a medical disability will be considered on a case-by case basis by the Superintendent.

Employees shall be granted the following sick leave at the outset of each contract year, providing the employee reports for work that year:

Year 1	ten (10) days
Year 2	eleven (11) days
Year 3	twelve (12) days
Year 4	thirteen (13) days
Year 5	fourteen (14) days
Year 6 and subsequent years	fifteen (15) days

Employees may accumulate unused sick leave up to one hundred twenty (120) days inclusive of the annual year's allotment.

Any driver who has exhausted all sick leave benefits and personal leave days will be deducted one-half of his/her day's pay if he/she misses the AM or PM portion of his/her regular bus route.

- 13.2 Personal Business Leave: Three (3) days may be granted upon superintendent approval per year for personal business which cannot be taken care of outside normal work hours. Personal business leave is non-accumulative. Written application must be made in advance with the reason for the leave stated. Personal business leave will not be approved for days immediately preceding or following vacation periods. Personal business leave may be used for funerals.
- 13.3 Leave for Union Business: Bargaining unit employees elected to any Union office or selected by the Union to do work which takes them for their employment with the Employer, may at the written request of the Union, be granted an unpaid leave of absence not to exceed one (1) year. Only one such leave will be granted at any one time. Bargaining unit employees selected by the Union to participate in any other Union activity may be granted a leave of absence at the request of the Union not to exceed one (1) month. Only one such leave of absence shall be granted at any one time.
- 13.4 Jury Duty: Bargaining unit employees shall be granted a leave of absence with pay any time they are required to report for jury duty or jury service and they shall be paid the difference between any jury duty per diem they receive and their regular pay. Employees will report back to work immediately upon dismissal from jury duty.
- 13.5 Medical Disability Leave: Leave benefits for medical disability (to include maternity) to the extent of an employee's accumulated earned sick leave shall be paid only during the time of medical confinement, which shall be the time medically indicated for termination and recommencement of duties as hereinafter provided.



An employee who is anticipating medical disability leave shall inform the Superintendent of the employee's expected date of medical confinement as soon as the condition precipitating the medical disability leave request is known. At that time, the employee shall give notice in writing to the Superintendent including whether the employee plans to continue to perform his/her duties during the period preceding onset of medical disability, the date when the employee expects to commence leave for medical disability, and the date the employee expects to return to work following the medical disability.

The determination of dates when medical disability leave shall commence and terminate shall be made by the Superintendent in consultation with the employee. The dates of commencement and termination of medical disability leave shall be the dates medically indicated as hereinafter provided.

Any employee who desires to continue the performance of duties during the period preceding and in anticipation of medical disability may continue to do so providing that the employee's health and work efficiency are not affected and the employee is physically capable of performing his/her duties. The employee shall provide a statement from his/her physician stating that the employee is physically capable of continuing to perform his/her duties, to what date, and in the opinion of the physician that the employee is capable of performing his/her duties prior to and in anticipation of medical confinement. The employee shall report changes in his/her condition as they may affect the employee's performance. Following medical disability leave, the employee shall furnish a statement from the employee's physician stating the employee is physically capable of resuming his/her duties and on what date.

Where medical disability leave has been approved, the commencement or termination dates thereof may be further extended or reduced for medical reasons upon application by the employee to the Superintendent. An application shall be accompanied by the statement of the employee's physician. Such extension or reductions shall be granted for the time medically indicated.

The Superintendent may require the employee to discontinue performance of his/her duties upon a determination that the employee's performance has substantially declined from the employee's performance prior to the period preceding and in anticipation of medical disability leave. The determination whether the employee is capable of continuing work during anticipation of medical disability leave, whether the employee is capable of returning to work following medical disability leave and whether the employee's health and work efficiency will be adversely affected, shall be made in consultation with the Superintendent, the employee, and the employee's physician and may also be in consultation with a physician of the District's choosing. In the event of a difference of opinion between the employee's physician and the District's physician, a third physician (chosen by the employee and the Board, or in the event they cannot agree, by the County Medical Society) shall render an opinion on the issue of medical capacity to continue or resume the performance of duties, which opinion shall be binding on the parties.

- 13.6 Additional Leave: An unpaid leave of absence not to exceed six (6) months may be granted at management's discretion. Employees may request an additional six-month leave with School Board approval.
- 13.7 Bereavement Leave with Pay: Up to a maximum of five (5) days of leave at any one time shall be granted in the event of death of a bus driver's spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, and any other member of the immediate household.

#### ARTICLE 14: SAVINGS CLAUSE

In the event any Article, Section, or Subsection of this agreement should be held invalid and unenforceable by any court of competent jurisdiction, then such provision(s) shall not be valid and subsisting but all other provisions of this agreement shall remain in full force and effect. As soon as possible thereafter, representatives from the District and the Union shall meet to see if substitute language on the contract provision(s) in question can be reached.

#### ARTICLE 15: DURATION AND RENEWAL

- 15.1 Duration and Renewal: This agreement shall be effective from July 1, 2006 through June 30, 2008.
- 15.2 Automatic Renewal: This agreement shall be automatically renewed from year to year unless either party notifies the other in writing on or before September 15th prior to budget certification that it desires to modify this Agreement.

In witness whereof, the parties have set their hands this 1 day of August, 2006.

##### FOR THE DISTRICT

Brian Ney  
Brian Ney, Superintendent

Donald J. Conway  
Donald J. Conway, President  
Board of Directors

##### FOR AFSCME/COUNCIL 61

Edmund M. Fontes  
Ed Fontes, President

Kristi E. Cave  
Kristi Cave, AFSCME Council 61

Don P. Dubanos  
Marian Ruggenberg

**July 1, 2006 - June 30, 2008**

- VIII. Additional Activity Driving Rate:**  
Activity and other extra drivers shall be paid at the rate of \$8.00 per hour, effective July 1, 2006, and \$8.50 per hour, effective July 1, 2007, from time of departure to time of return. Duties that do not involve transporting students shall also be paid at the same rate. A meal allowance of \$5.25 will be paid for travel out of the District when the time is over a regular mealtime. Pay for activity trips is calculated from loading point to unloading point at the end of the trip. Additionally, drivers will receive payment for 15 minutes pre-check and 15 minutes cleanup. The exception may be fueling and additional time for setup and takedown.

IX	Early Bird or Late Activity Routes:	2006-2007 - \$28.74 per day
		2007-2008 - \$29.89 per day

The length of each route shall be determined by the Director of Transportation. The daily route length pay shall be calculated as follows: route length x 50 cents x 9 months / 178 days. This amount shall be added to the amount paid for each day driving an Early Bird or Late Activity route

The administration shall determine when these routes are run. If the Late Activity Route driver uses any approved paid leave for his/her regular afternoon route and does not drive his/her Late Activity Route, the driver will be paid at the regular Late Activity Route rate if the Late Activity Route runs that day. If the driver does not drive their Late Activity Route for any other reason, the leave will be unpaid.

If the administration schedules a driver to run a Late Activity Route and then cancels it after 1:00 PM, the driver shall be paid at the regular Late Activity Route rate.

## X. Activity Pass:

Each driver shall be provided a pass to all home events each year at no cost.

#### **XI. Driver's License Reimbursement:**

The District will reimburse up to 50% of the cost of any certified driver's license that may be required by State or Federal law for a school bus driver.